Single Equality Policy

Policy reviewed by:	**Full Governing Board**
Meeting:	**Autumn**
Review frequency:	**4 Years**
Approved:	**December 2021**
Next review:	**December 2026**

This policy was adopted by the Governing Body on: 9th December 2021

Introduction:

This policy is a general statement of the commitment to Equality but includes specific references to the duties outlined in legislation under the Equality Act2010. It covers the 9 protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy, race, religion, sex and sexual orientation.

Aims:

At Selly Oak Trust School, we recognise that direct and indirect discrimination might take place and therefore we see the need for a positive and effective equality policy which includes our statutory obligations.

The school will:

- promote the concept of equality both for those adults and students within the community of the school and those who might have cause to visit our school;
- seek to eliminate unlawful discrimination especially in the areas of race, gender, disability, age, religion or belief or sexual orientation;
- seek to develop an understanding, and promotion of, human equality and equal opportunities;
- promote good relations between members of different racial, cultural and religious groups and communities;
- enable students to take responsibility for their behaviour and relationships with others.

The school will do all in its power to:

- meet the needs of each child as outlined in our Single Equality Policy;
- give all students every opportunity to develop their talents to the full.

The school recognises its duty of care for and responsibility to educate those who are financially, socially, academically, physically or emotionally disadvantaged.

The school will strive to ensure that:

- Any person recruited to the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives.
- All our structures and policies are evaluated and reviewed regularly in order to guard against unjustified discrimination.

The school's values, aims and objectives all accord with the equal treatment of people promoted by the Human Rights Act 1998. Central to all policies are areas concerning the staff, students and their parents/carers.

Document:

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers.

Administration:

- Venues for meetings will take account of the needs of all participants;
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant.

Staff Appointments:

- Advertisements and job specifications will all carry a statement that this school is an Equal Opportunities employer, and, as a result, welcomes applicants from all posts from appropriately qualified persons regardless of gender, race, religion disability or age;
- Candidates with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment;
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment.

Staff Development:

- All employees have equal chances of training, performance management, career progression and promotion;
- Staff will identify CPD opportunities through their Performance Management Process. Staff with identified needs will all be given an equal opportunity to access training when the opportunity arises;
- All recruits to the organisation will receive induction training which will include reference to where they can access the school's equality policy;
- A summary of CPD undertaken by staff will be presented to the governing body in the Headteacher's reports.
- Staff who develop a disability while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary. Reasonable adjustments will be made to ensure they are in no way disadvantaged or discriminated against.
- Procurement: the Single Equality Policy will be adhered to when procuring goods and services.

Students:

- Students have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage;

- Annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background, ability and, where appropriate, disability;
- School development plans will act to improve the learning of all students according to this analysis;
- School rules explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religion, gender, sexuality, ability or disability;
- Positive attitudes towards all people (especially those from minority groups e.g. disabled, ethnic groups), and awareness development for equality of opportunity is taught through the Skills for Life (SFL) curriculum.

Responsibilities:

- The Governing Body will monitor and review the working of the policy and procedures by allocation of duties to committees of the governing body;
- The Headteacher will promote equality in all aspects of school life;
- The Pastoral Assistant Head has responsibility for the equality policy and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents/carers;
- The Pastoral Assistant Head will also present general reports, statistics, and incident reports to the Governing Body and its committees as agreed;
- The Assistant Head in charge of curriculum is responsible for ensuring equal opportunities in the curriculum;
- All staff are responsible for following the policy and reporting incidents of unfair treatment to the Leadership Team.

Appendix 1 on following page

Appendix 1:

Equality Implementation Plan:

At Selly Oak Trust School, we recognise that it is through our ongoing actions that we will ensure that our Equality Policy is implemented and adhered to. Therefore, rather than auditing existing provision we will ensure that:

Every policy reviewed takes into account the Equality Policy and where appropriate references it.

All alterations to the site have due regard to the Equality Policy.

All recruitment has due regard to the Equality Policy.

All professional development has due regard to the Equality Policy.

All curriculum and extra-curricular activities take into account the Equality Policy.